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To: Salaries and Wages  
Human Resources  
Pension Contacts

Circular 03/2025

20 February 2025

At: All Employing Authorities

Dear Colleagues,

## **Employees' Contribution Rate Bands, Employers' Contribution Rates and Revised Limit for Additional Pension Contributions from 1 April 2025**

This Circular has been issued to notify you of the changes to the employees' contribution rate bands for 2025/26 and to remind you of the revised employers' contribution rates. It also advises of the revised limit for additional pension contributions from 1 April 2025.

### **1. Employees' Contribution Rate Bands for 2025/26**

The Department for Communities has advised that the revised employees' pensionable pay ranges set out below will apply for the year from 1 April 2025. The Consumer Prices Index in the twelve months to September 2024 of 1.7% has been applied.

Band	Pensionable Pay Range	Contribution Rate Main section	Contribution Rate 50/50 section
1	£0 to £18,300	5.5%	2.75%
2	£18,301 to £28,100	5.8%	2.90%
3	£28,101 to £47,000	6.5%	3.25%
4	£47,001 to £57,200	6.8%	3.40%
5	£57,201 to £113,500	8.5%	4.25%
6	More than £113,500	10.5%	5.25%

Please ensure that these rates and ranges are used when assessing individual contribution rates on actual pensionable pay (and not full-time-equivalent) for your employees.

## 2. Employers' Contribution Rates for 2025/26

The Fund is valued every three years by the Fund's actuary. As part of the March 2022 valuation, the actuary certified the employers' contribution rates for the three years from 1 April 2023. Most employers participate in the main group with a pooled employers' contribution rate. The contribution rates for those employers in the main group for the three-year period are as follows:

	1 April 2023 – 31 March 2024	1 April 2024 – 31 March 2025	1 April 2025 – 31 March 2026
Future service rate as a percentage of payroll	19%	19%	19%

Those employers who are outside of the main group were separately advised of their expected individual rates and deficit recovery contributions, if applicable. The final rates for all employers can be found on pages 46 to 53 of the [2022 Actuarial Valuation Report](#).

The percentage employers' contributions and employees' contributions should be deducted through staff payroll and paid over to NILGOSC each month as normal. In addition, where applicable, the deficit recovery contributions for each year will be invoiced at the beginning of each financial year and should be remitted either as a lump sum at the beginning of the year or in twelve equal instalments on a monthly basis, with payment required in full by the end of the financial year (31 March).

The next triennial valuation will take place as at 31 March 2025 and employers' contribution rates for the period from 1 April 2026 to 31 March 2027 will be set following this valuation.

### **3. Revised limit for Additional Pension Contributions**

The Department for Communities has confirmed that the maximum amount of annual additional pension that can be bought for the Scheme year beginning on 1 April 2025 has increased to £8,823. The revised limit applies to both members who are paying additional pension contributions and to employer awards of additional pension.

Please do not hesitate to contact the Pensions Development Team or myself if you have any queries.

Yours sincerely

Zena Kee

Head of Pensions Policy